

## Industry Snapshots

- Marketplace forecasts for the global homeland security industry anticipate business will grow from approximately \$40 billion in 2004, to nearly \$180 billion by 2015. (Homeland Security Research Corporation estimate)
- Cybersecurity is expected to be the fastest growing sub-sector of homeland security business from 2005 through 2010, with an annual growth rate of 15 to 20 percent. (Frost & Sullivan Analysis of Current and Future U.S. Homeland Security Market)
- The median annual compensation for security professionals in the United States in 2004 was \$75,200, a 5.9% increase over the 2003 level, outpacing inflation. (ASIS U.S. Security Salaries Survey Results, 2005)
- The majority of homeland security is performed in the private sector, with 85% of all critical infrastructures privately controlled and 35% of all U.S. companies planning to invest in and expand security programs in 2005. (ASIS International Foundation Trends Report, 2005)

# High Growth INDUSTRY PROFILE

## Workforce Issues

### Education and Training

- Defining the core competencies for homeland security and creating relevant academic programs matched to the wide spectrum of disciplines.
- Developing additional training for security managers transitioning from law enforcement and military fields.
- Delivering training to alternative labor pools in efficient methods using adult learning skills concepts and distance-learning methods.
- Addressing the requisite business and communication skills needed by mid-to-late career shifters.
- Identifying, coordinating, and improving existing training programs.
- Expanding successful training models.

### Image and outreach to the public

- Conveying the breadth of opportunities within homeland security.
- Partnering among stakeholders in homeland security including law enforcement, military, private security, government, and the intelligence community.
- Redefining the corporate structure to account for wide variations in the functional area to which security reports, including, among others, facilities or property management, operations, human resources, administration, legal, finance, and information technology.

### Pipeline Development

- Attracting alternative labor pools.
- Creating career paths for entry-level and mid-level security managers.

## Resources

For additional background information about the industry and details on the grants, information about employment and training opportunities, and workforce development tools for employers, educators, and workforce professionals please refer to the following: [www.doleta.gov/BRG](http://www.doleta.gov/BRG), [www.careervoyages.gov](http://www.careervoyages.gov), [www.careeronestop.org](http://www.careeronestop.org), and [www.workforce3one.org](http://www.workforce3one.org).

## Skill Sets

(Sources: U.S. Bureau of Labor Statistics, 2004-05 Career Guide to Industries and 2004-05 Occupational Outlook Handbook)

- In many cases, top-level FBI, Secret Service, or military personnel are recruited for homeland security positions, even though the skill sets and body of knowledge is different than what is needed in security.
- Physical (or traditional) security and critical infrastructure security have a range of opportunities. Some may require only a high school diploma while senior management positions may necessitate advanced degrees.
- Information security and information systems security require some technical skills and involve hardware. Training and an understanding of computers are essential, and much is learned on the job.
- Threat and vulnerability assessment would require training and experience and can be performed at a variety of levels.
- Emergency management and continuity of operations for public and private entities require organization and planning skills to integrate and coordinate the proper response to an event.
- Investigation and intelligence require analysis and problem-solving skills that are needed in diverse arenas.